

Maine Leadership Institute

The Start of a Leadership Journey

The Maine Leadership Institute is the cornerstone of the Maine Management Service's leadership development system.

With its emphasis on the 10 leadership competencies, the Institute is designed to prepare managers in state government to become leaders.



The program provides participants the opportunity to reflect on who they are as leaders, to practice and experiment with new ideas and skills, and to build relationships with other leaders in state government.

State government is wide and varied in its demands of leaders. Managers possess many of the competencies needed, but others may need to be strengthened. Through the use of validated assessment instruments, the Institute helps managers define their strengths and identify areas for personal and professional growth.

Goals of the Maine Leadership Institute

Day One

- Understand the state of Maine Leadership Competency model
- Distinguish the differences among management, leadership, and governance
- Learn the characteristics of effective leaders

- Identify and learn to avoid the pitfalls that undo the effectiveness of leaders
- See how communication enhances leaders' abilities to get things done
- Analyze personal communication styles and how it impacts others
- Learn ways to quickly spread messages throughout the organization

Day Two

- Identify the defining moments that have shaped you as a leader
- Articulate your principles of leadership
- Understand the power of vision
- Practice designing paradigm-shifting goals
- Learn ways to create trust and to coach others for success

Day Three

- Review profiles from your leadership assessment instruments
- Understand your strengths and development needs
- Identify priorities for organizational change

Eligibility

The Institute is geared for confidential managers who are members of the Maine Management Service. The goal is to enroll all MMS managers in the program over a two-year period. The Institute is also offered to non-MMS managers twice a year. For more information, contact your department's MMS liaison.

Peer Faculty

Some of the top leaders in Maine state government have agreed to facilitate the Institute and share their leadership experiences. Having been through the program themselves and instructed on how to conduct it, they bring real-life experience to the instructional materials and case studies. The Governor or a member of the Cabinet addresses each institute providing his or her view of leadership.

Dean of the Faculty

Sawin Millett serves as Institute Dean. With a public career that spans 42 years and four Governors, Sawin is known to many for his dedication to public service. Sawin attends every Institute and his inspirational welcoming remarks are one of the highlights of the program.

Program Highlights

- The Maine Crisis Case Study looks at the 1991 shutdown of state government and lessons learned for management, leadership, and governance
- Video clips from the mini-series *Gettysburg* and the words and actions of Maine born, Civil War General and hero, Joshua Chamberlain, demonstrate what makes an effective leader
- *I-Speak* assessments give participants their preferred communication style and demonstrate how others prefer to be communicated with
- Joel Barker, a renowned management consultant, demonstrates the power of vision
- Personal “Leadership Stories” identify defining leadership moments and principles
- A coaching tool helps participants build trust and have powerful conversations
- Individual leadership profiles based on your and your co-workers’ assessments show where your strengths lie and where development opportunities exist

Leadership Assessments

Eight weeks prior to the Institute, participants complete two assessment instruments designed to provide insights into their strengths and developmental needs relative to the leadership competencies and personality characteristics needed to excel as leaders.

The 360° Leadership Assessment, designed specifically for the state of Maine, examines 40 behaviors that relate to Maine’s 10 leadership competencies. The participant also asks his or her manager, peers, and direct reports to complete this assessment. Participants can see the differences between how they perceive themselves and how others perceive them. The Hogan Personality Inventory, which is completed only by the participant, looks at seven personality characteristics necessary for success in the work place.

Individual Development Plans

Before leaving, Institute participants create an individual development plan. The plans are unique to each leader and his or her situation. They build on existing strengths and identify leverage points to maximize individual and organizational success. The Maine Management Service then offers a slate of development programs as strategies for implementing the plans.

For more information, contact:
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